



Stanford eCorner

Hire People for Their Values

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Video URL: <http://ecorner.stanford.edu/videos/1226/Hire-People-for-Their-Values>

Verma explains why it is important to hire someone who is hungry, whose values and desires mesh with the company's. Rather than relying solely on the resume, look to these other qualities when building a team, he says.



Transcript

This is a tough comment for Stanford but I will tell you, we have a rule. We always have one person more from Stanford than from any other university. So we always maintain that. We still maintain actually I think we got 3 extra people from Stanford than anybody else. We always had a goal against hiring Berkeley people, but they turned out to be reasonable so we have to start hiring a few of them. But the part I will tell you, although being in a good school, although having a great resume is a good indicator, it is not the key reason why you hire somebody. Hire them for their values. Hire them for what's in their heart. Hire them for how hungry they are. Hire them for whether they share your vision.

Obviously factor in the resume. But I can't tell you the number of times I've hired people who's resume you look at you go "Holy smokes!" this guy is the next Bill Gates. And then they just lack the hunger. It comes down to dealing with people as individuals. There is no predictor for whether somebody is going to be a great team member other than face to face interaction, lots of interviews, looking at somebody, making sure they share with your values. Never hire somebody just because they've been successful in a previous company. By the way, that most of the time is the predictor of failure, because if somebody's made a lot of money in another company, it's not clear that they're as hungry, right? Get a team that everybody's hungry. Everybody has the same vision. Everybody has the same desires and you'll be in good shape.